NAVY MEDICINE
World Class Care...Anytime, Anywhere

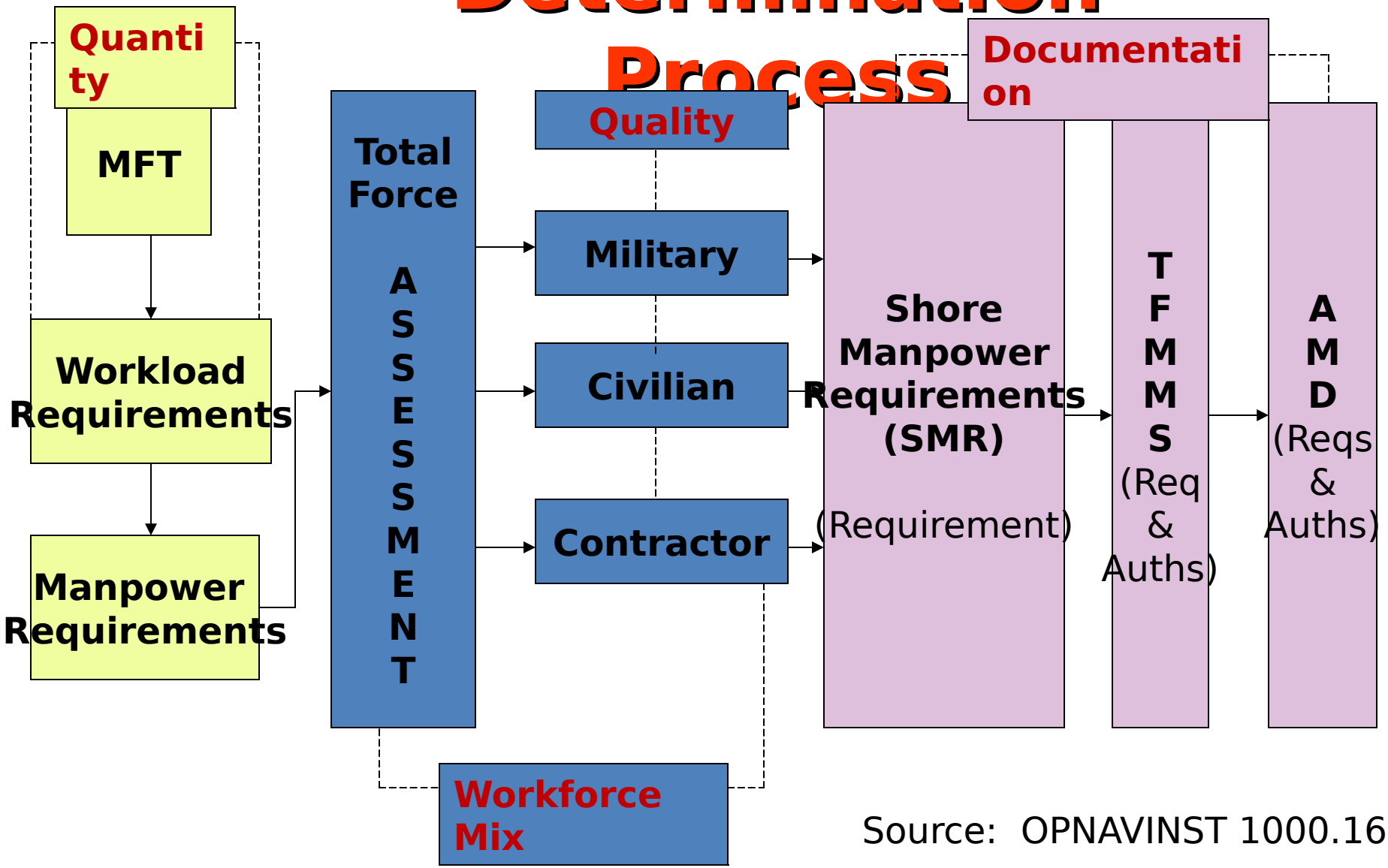
Total Force Requirements

Presented by:
NM MAT, NMSC

OBJECTIVES

- Overview Requirements Determination Process
- Mission, Function, Task's
- Standard Organization
- Requirements vs. Authorizations
- How to Determine Requirements
- Status of Requirements
- Manpower Change Request

Overview of Requirements Determination Process



Source: OPNAVINST 1000.16K

Mission, Function, Task (Defined)

- **Mission**: "The highest generalized level of descriptive official tasking by higher authority required to accomplish the Navy's assigned war fighting and support capability."
- **Function**: "requirements derived from the principal elements of an activity's mission."
- **Task**: "things expected of an activity that are not directly derived from its mission but accomplished in connection with existing policy."

Mission/Function/ Tasks (MFTs)

In General:

- Drives the requirements for the activity.
- Is the basis for what billets become funded and can be filled by personnel.
- Without it, the pipeline for recruiting, training, promoting and retaining personnel will not help the activity meet its mission.

MFT Statements

- Required by OPNAVINST 1000.16K (section 401)
- Required by OPNAVINST 5400.44 (section 131)
- BUMEDINST 5310.8A (draft) directs NMSC to review and manage approved (by OPNAV) MFT Statements for SMRD processes.
- Does your command have one?

MFTs (Sample)

DEPARTMENT OF THE NAVY
BUREAU OF MEDICINE AND SURGERY
2300 E STREET NW
WASHINGTON DC 20372-5300

IN REPLY REFER TO
BUMEDINST 5450.157B
BUMED-31
16 Oct 2008

BUMED INSTRUCTION 5450.157B

From: Chief, Bureau of Medicine and Surgery

Subj: MISSIONS, FUNCTIONS, AND TASKS OF NAVY AND MARINE CORPS PUBLIC HEALTH CENTER AND ITS SUBORDINATE COMMANDS

Ref: (a) OPNAVNOTE 5400 Ser DNS-33/7U107945 of 19 Nov 2007
(b) OPNAVNOTE 5450 Ser 09B22/9U510806 of 28 Sep 1989
(c) OPNAVINST 5400.44
(d) DODINST 1010.16 of 9 Dec 1994
(e) OPNAVINST 6250.4B
(f) OPNAVNOTE 5450 Ser 09B22/1U509810 of 10 Jan 1991
(g) NAVMED P-5055
(h) BUMEDINST 7050.1A

Encl: (1) Abbreviations
(2) Mission and Functions of the Navy and Marine Corps Public Health Center, Portsmouth, VA
(3) Mission, Functions, and Tasks of Navy Drug Screening Laboratories
(4) Mission and Functions of Navy Entomology Center of Excellence
(5) Mission and Functions of Naval Dosimetry Center, Bethesda, MD
(6) Assignment of Command and Control

1. Purpose. To publish functions and tasks of the subject activities, in support of the missions assigned by references (a) through (h). See enclosure (1) for abbreviations.

2. Cancellation. BUMEDINST 5450.157A.

3. Action. Addressees must:

a. Ensure performance of the specific missions, functions, and tasks assigned in enclosures (2) through (5).

b. Exercise command and control over the subordinate activities listed in enclosure (6), as identified by references (a) and (d) through (g).

c. Advise the Chief, Bureau of Medicine and Surgery (BUMED) of any recommended modifications to enclosures (2) through (6), via the chain of command.

A. M. Robinson, Jr.

A. M. ROBINSON, JR.

Distribution:
(See next page.)

MFTs (Sample con't)

BUMEDINST 5450.157B
16 Oct 2008

MISSION AND FUNCTIONS OF
NAVY AND MARINE CORPS PUBLIC HEALTH CENTER, PORTSMOUTH, VA

1. Purpose. To publish the functions of the Navy and Marine Corps Public Health Center (NAVMCPUBHLTHCEN), in support of the mission assigned in reference (a).

2. Mission. NAVMCPUBHLTHCEN is the Navy and Marine Corps' center for public health services. NAVMCPUBHLTHCEN provides leadership and expertise to ensure mission readiness through disease prevention and health promotion in support of the National Military Strategy.

3. Status and Command Relationships. NAVMCPUBHLTHCEN is a shore activity in an active (fully operational) status under a commanding officer.

a. Echelon of Command:

(1) Echelon 1 - Chief of Naval Operations

(2) Echelon 2 - Chief, Bureau of Medicine and Surgery

(3) Echelon 3 - Commander, Navy Medicine Support Command

(4) Echelon 4 - Commanding Officer, Navy and Marine Corps Public Health Center

b. Area/Regional Coordination Authority:

(1) Area: Commander, U.S. Atlantic Fleet

(2) Regional: Commander, Navy Region, Mid-Atlantic, Norfolk, VA

4. Functions

a. Develops, implements, monitors, and evaluates occupational health and safety, preventive medicine, health promotion, population health, deployment medical surveillance, contingency preventive medicine, forward deployable preventive medicine units (FDPMU), and drug screening programs as directed by BUMED.

b. Provides technical and professional consultative support and assistance to activities responsible for identifying, evaluating, monitoring, and correcting health hazards.

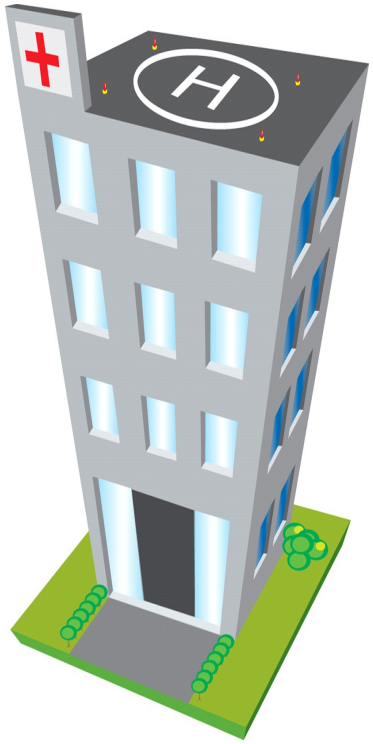
c. Establishes and maintains a technical reference for the above functions.

Standard Org Structures

Human Resources=
09HRZZ

General Dentistr
10D1ZZ

- Purpose is to standardize Organizational names, codes, and structures across like activities.
  - Better accountability of resources and their utilization; easier to report
  - Requirements are easier to identify with their responsible department



03INZZ=
Internal Medicine

04GSPS=
Pediatric Surgery

Why we need Organization Codes

- Prior to component UICs, it was very easy to read the AMD, determine the organizational structure, and assign workload to the organization preceding the position on the AMD.

- However, when we created components UICs and moved billets out of the “parent” AMDs, things became a bit more complicated and our ability to view our peacetime requirements disappeared.

00232	**NH JACKSONVILLE**	
00100	*COMMAND SUITE*	00F0ZZZZZZ
00105	CO SHR ACT	00F0ZZZZZZ
00110	CO SECRETARY	00F0ZZZZZZ
00125	CMDCM	00F0ZZZZZZ
00200	*DIR ADMINISTRATION*	09F1ZZZZZZ

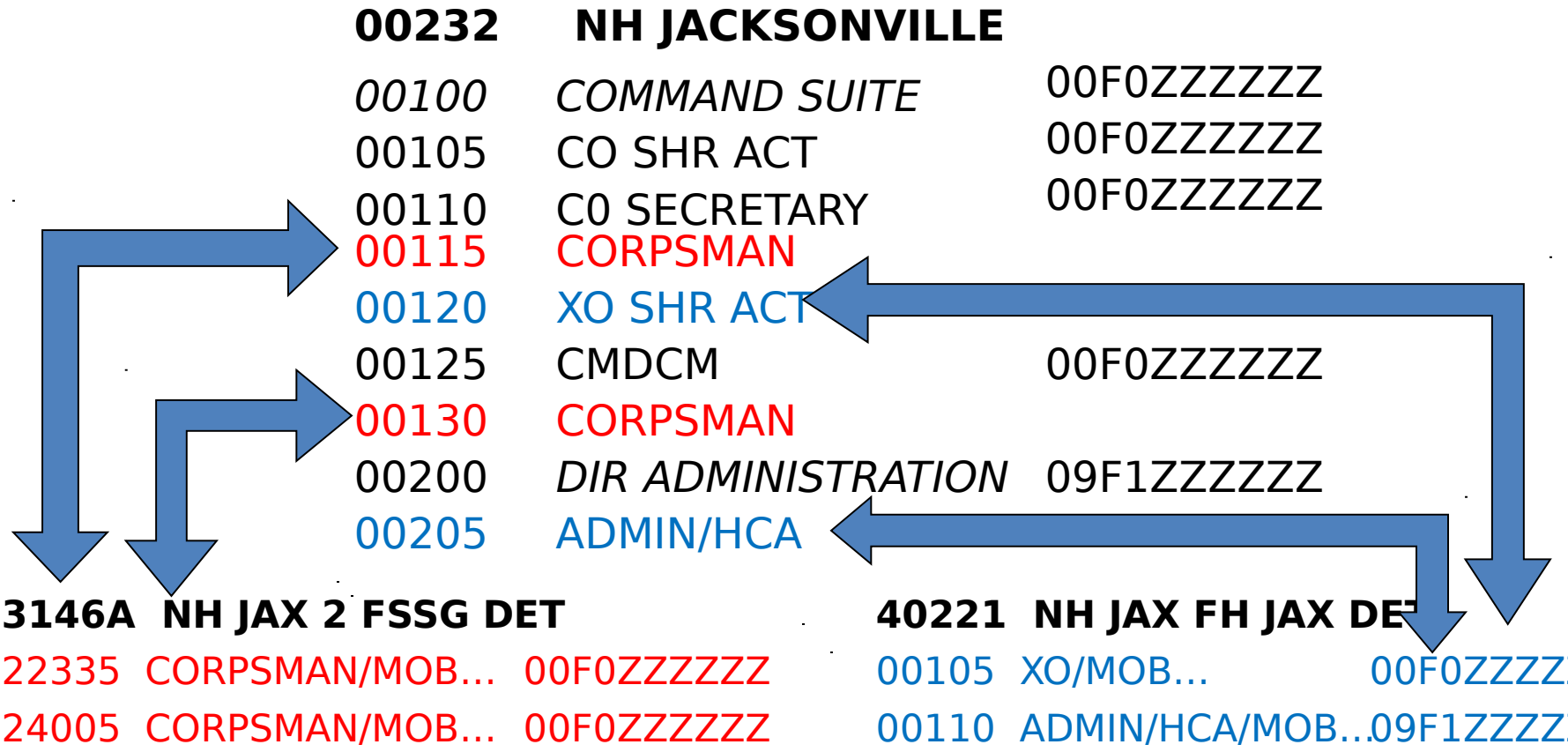
3146A NH JAX 2 FSSG DET

22335	CORPSMAN/MOB…	00F0ZZZZZZ
24005	CORPSMAN/MOB…	00F0ZZZZZZ

40221 NH JAX FH JAX DET

00105	XO/MOB…	00F0ZZZZZZ
00110	ADMIN/HCA/MOB…	09F1ZZZZZZ

How Organization Codes work



- With DMHRSi, the Organization Code, and the “Standard Naming Convention”, everything falls back into place and workload is easily rolled up and it is easier to identify like functions at different activities.

Standard Org Update

- **Three different Standard Organizational Templates**:
  - Military Treatment Facility (MTF)
  - Mission Specific (MS)
  - Federal Health Care Center (FHCC)

- Most MTF activities are in compliance with FY07 guidance/policy
- MTF template is in revision – minor alterations only
- MS and FHCC are being established
- New guidance/policy forthcoming - NMO

Requirements Defined:

- **DoD Directive 1100.4**
  - driven by workload
  - **established at the minimum levels necessary to accomplish mission and performance objectives**
  - **based on mission requirements, workload, and prescribed performance objectives**.

- **DoD Instruction 1100.yy (Draft)**
  - based on mission requirements, workload, and prescribed performance objectives
  - **Manpower requirements shall be revalidated at least every four years or sooner**

- **OPNAVINST 1000.16K**
  - **Shore manpower requirements will be based on valid, approved workload drivers**
  - number of personnel
  - requirement equates to a specific manpower space

- **USC Title 10, Section 129**
  - **civilian personnel** of the Dept of Defense shall be managed each fiscal year solely on the basis of and consistent with
    - (1) **the workload required** to carry out the functions and activities of the department and
    - (2) **the funds** made available to the department for such fiscal year.
- **BUMEDINST 5310.8A (Draft)**
  - number of personnel required to perform the Navy's work and deliver the specified capability.
  - Total force requirements (military, civilian, and contractors) become authorized positions if they are supported by resources (i.e., are funded).
  - **A requirement must first be established before a position can be funded.**
- **BUMED Policy Memo 5320/1137 dtd 13 May 2008**
  - **Manpower requirements shall be reviewed on a continuous basis**
  - manpower studies are conducted …to document changes to MFTs or the mix of manpower (military, civilian, and contract) necessary to accomplish the mission
  - All changes must be submitted in compliance with the guidelines presented in enclosure (1):
    - 2.d.(3): Each MCRs must contain: (a) Letter of Justification (LOJ) which explicitly justifies **all** requested changes to include additions, deletions, or qualitative changes to manpower requirements or authorizations.

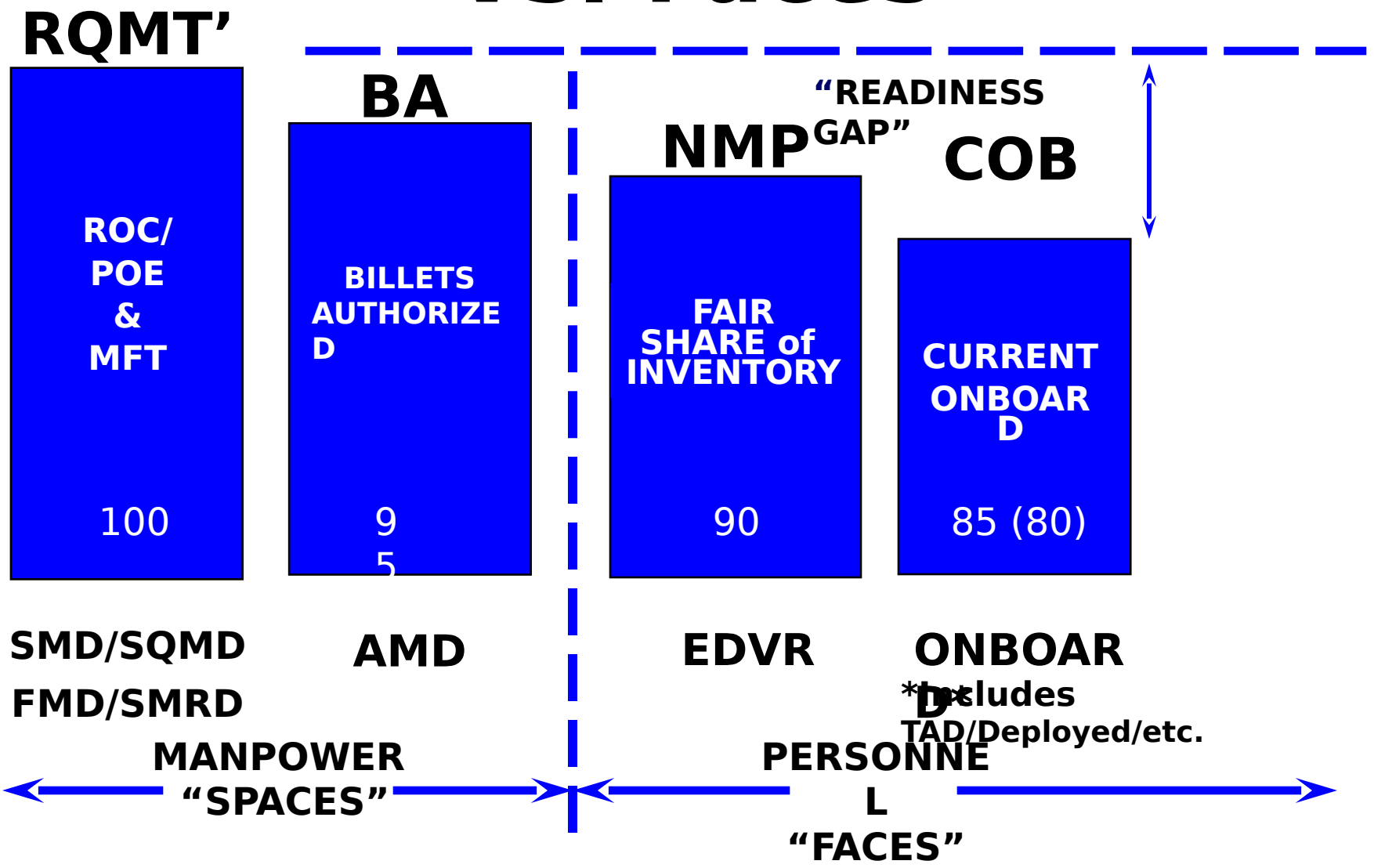
Requirements vs. Authorizations

- **Requirement** : the number of personnel required to perform the Navy's work and deliver the specified capability.

- **Authorization**: Requirements supported by resources (i.e., are funded)

- These are not always equal to each other

Military Spaces Vs. Faces



How to Determine Requirements

- Industrial engineering study/methodologies
- Industry standards
- Operational evaluations
- Functionality assessments
- Office of Management and Budget Circular A-76
- Application of staffing standards
- Mathematical models
- Business process re-engineering
- Lean Six Sigma
- Better Business Practices
- Other methodologies approved by CNO (N12)

Source: OPNAVINST 1000.16K

Industrial Engineering Study/Methods

- Types of Industrial Engineering Tools:
  - Work Study
  - Method Study
  - Work Measurement
  - Simulation
  - Time Studies

What is work study?

- The examination of human work in all its contexts, which systematically leads to the investigation of all factors which affect the efficiency/economy of the situation under review, in order to effect improvement.

- Techniques include Method Study and Work Measurement.

Benefits of Work Study

- Simplified Procedures
- Eliminate Unnecessary Work/Delays
- Improve Safety/Working Conditions
- Eliminate Duplication
- Improve Space Layout
- Proper Allocation of Resources

Method Study

Systematic Recording and Critical Examination:

Of existing and proposed ways of work accomplishment.

Develop and apply easier and more effective methods of work.

Method Study Techniques

- Organizational Analysis
- Flow Process Charts
- Responsibility Analysis Chart
- Work Distribution Chart
- Risk Analysis
- Space Layout Analysis

Work Measurement

The application of techniques which establish the time for a *qualified worker* to perform a *specific job* at a *defined level of performance.*

Work Measurement Techniques

- Work Sampling
- Group Timing Techniques
- Operational Audit
- Time Study
- Staffing Standards

Navy Medicine Benchmark Model

- REDE Team developed a series of staffing models for MTF's. Referred to as the Navy Medicine Benchmark Models (NMBM):
  - There are 93 separate functional areas in NMBM
  - Never validated. Currently in the process of determining validity of each functional area.
  - To date, 16 validation models have been completed
  - Not all of them have proven to be valid

Navy Medicine Benchmark Model (NMBM)

Function/Area	Annual Encounter Benchmarks	Annual Relative Value Units [RVUs]	Annual Encounters	Provider to Support Staff Ratio			Total Requirements
	Annual Indicator			Provider FTE in respective areas	Provider Requirement	Support Staff [Hands on and clerical/admin] Requirement Ratio per FTE Provider	
OPTOMETRY							
Optometry	For every 3,700 encounters, one provider	5,200	3,700	1		1.5	

Staffing Standards

January 1, 2004

U. S. NAVY BUREAU OF MEDICINE AND SURGERY (M1)

STAFFING STANDARD
FOR
PHYSICAL THERAPY SERVICES AT NAVAL HOSPITALS AND CLINICS

BUMED 6407

1. Objective. This Bureau of Medicine and Surgery (BUMED) staffing standard is applicable to activities performing physical therapy services at Naval Hospitals and Clinics.

2. This standard replaces the following physical therapy standards:

   a. MED09.001, Provide Physical Therapy Services, dated December 1976 (SHOROC Standard)

   b. JHMS 6407, Physical Therapy, of March 1992.

3. Attached staffing standard information is summarized as follows:

   a. Section 1 - Work Center Description– identifies what work is required to be accomplished to the maximum extent practicable without stating how to do it.

   b. Section 2 - Work Center Standard for Medical Facilities – delineates the category of standard development, performance indicator definitions, source(s) of count, where appropriate, applicable ranges and the staffing equation and applicability statement.

   c. Section 3 - Physical Therapy Staffing Table – Shows the quantitative and qualitative manpower required increments for the applicable range of the staffing standard. The staffing table is built on staffing trends as the man-hours increase.

4. Application Instructions. Refer to staffing table, section 3, and identify the applicable range to determine the requirements.

GREGORY P. ERNST
CAPT, MSC, USN
Specialty Leader for Navy Physical Therapy

W. W. KNOX
Deputy Chief BUMED,
Manpower and Personnel

Staffing Standard (Con't)

5. STAFFING STANDARD EQUATION/APPLICABILITY STATEMENT:

$Y_C = 141.32 + .7207(X_1) + .0091(X_2)$

Where Y_C = computed monthly man-hours required.

APPLICABILITY: The Physical Therapy Standard applies to all Naval Hospitals, Ambulatory Care Centers, and Clinics Providing Physical Therapy services.

6. WORKLOAD FACTOR DEFINITION

X_1 = Relative Value Unit (RVU), measure of the weighted value associated with provider effort in a single encounter.

X_2 = Eligible population served. The projected population entitled to military benefits in the Military Health System (MHS) for the appropriate geographic area.

Lean Six Sigma

- The Program Management Office (PMO) for Lean Six Sigma is located at Navy Medicine Support Command.

- Training is provided by Master Black Belts on an on-going basis in various locations. Each region has an Echelon III Black Belt.

BSO 18 Requirements Guidance

- BUMEDINST 5380.8A (draft)
  - At BUMED for signature
  - Assigns responsibilities for Requirements Determination Process
  - Establishes functional review of manpower requirements across BSO rather than independent Efficiency Reviews
  - Multiple data systems allow for less time/resource consuming determination of requirements (M2, MCFAS, Insight, DMHRSi, TFMMS, etc.)

Data Quality

- Due to a shifting of requirements determination processes, data quality within data systems is even more important.
  - Correct accounting of Assigned and Available
  - Cost of resources to provide the function

Status of Requirements

Summary of BSO 18 Requirements

TOTAL BSO		REQS	% of Total		
	>10 YRS	41841	86.54%		up to 1997
	>5 YRS	3184	6.59%		1997-2002
	>3 YRS	813	1.68%		2002-2004
	<3 YRS	2512	5.20%		2004-2007
		48350	100.00%		
*Total Unknown Requirements		10966	22.68%		

- As of July 2007. Minor change since then.

- Established through mining SMRD files left by REDE Team and reviewing pre-standard organization TMMCA BSO18 billet file notes.

Activity Manpower Document

Data as of Date: 05/23/2007 ********** UNCLASSIFIED ********** Page: 17

Date: 06/22/07

Activity Manpower Document
BSC Range 00000 to 99999

Activity Code	Activity Name	UIC	Claimant	SMC	Home Port Geographic Location	SUI	S/S	MCA	Dsk	Predom RSpn	AGSAG	Packet Number	Packet Date
1992005000	BUREAU OF MEDICINE AND SURGERY	00018	BUMED	60	DC, WASHINGTON	0	1	B	D1	MED	LVEP	310441	070511

BIII / Billet Title / BSC / Job Code	RSpn	Effective Bgn / End	Mob Bgn / End	CARN / CAFC / RFC	CATR / RI / MI	SSC / Language	IMAP / AGSAG / MRC	MT / AC / FAC Pri / Sec	Officer JDAL: Desig / Grade	NOBC Pri	NOBC Sec	SubSp Pri	SubSp Sec	Enlisted: Rate Abbr	NEC Pri	NEC Sec	EMC	Civilian BLI	CTY	ORG Py PI	Occ Srs	Py Gr	FD	MP	SSQ	AQD Pri	AQD Sec	P/S	H/S
0170857 CORPSMAN/RESERVE			F	B810																									01BSZZZZZZ
11340 FORCE SPT			01 12	UNK	1 E	N								HMC			L500												
001255	093			4A1M	RT	E		T																					
0170842 CORPSMAN/ANALYST	20710		F	B810																									01BSZZZZZZ
11345			01 12	UNK	1 E	N																							
001255	093			4A1M	RT	E		T																					
0170842 CORPSMAN/ANALYST	20710		F	B810																									01BSZZZZZZ
11345			01 12	UNK	1 E	N																							
001255	093			4A1M				T																					
0170823 CORPSMAN			F	Y820																									01BSZZZZZZ
11355			01 12	UNK	1 E	N																							
001255	093				AD	E																							
0170848 CORPSMAN	20710		F	B810																									01BSZZZZZZ
11360			01 12	UNK	1 E	N																							
001255	093			4A1M	RT	E		T																					
0170848 CORPSMAN	20710		F	B810																									01BSZZZZZZ
11360			01 12	UNK	1 E	N																							
001255	093			4A1M				T																					
0936081 PROGRAM ANALYST			P	H999E		T																							01BSZZZZZZ
11365			01 12	UNK	1 E													GS	00343	12	F	A							
002563	093				DH	C												GS	00343	12	F	1							
0002067 HUMAN RESOURCES																													01ASZZZZZZ
11400 DATA SYSTEMS					H																								
0002233 PERS PLN/DIR DATA			F	B810																									01ASZZZZZZ
11405 SYSTEMS			01 12	UNK	1 E	N			2000H	3970		3130Q																	
001438	093				AD	O			2000H			3130Q																	
0936063 MANAGEMENT			P	Y820		T																							01ASZZZZZZ
11410 ASSISTANT (OA)			01 12	UNK	1 E													GS	00344	07	F	A							
002565	093				DH	C												GS	00344	07	F	1							

RI:
Resource Indicator
C= CA/A76 Study
E= SMRD
V = Claimant Validated Requirement

Total Force Process

DoD Policy

1. Mission, Function, and Tasking (MFT)
2. Requirements established supporting MFT **&** Documented in TFMMS
3. Requirements Resourced/F
4. Demand Signal Sent
    1. Recruitment/Accession
    2. Training
    3. Promotion
5. People onboard

Sources:
USC Title 10
DoDI 1100.4
DoDI 1100.yy (Draft)

BUMED Practice ?

Requirements Policy Revisited

- **DoD Directive 1100.4**
  - **established at the minimum levels necessary to accomplish mission and performance objectives**
  - **based on mission requirements, workload, and prescribed performance objectives.**

- **DoD Instruction 1100.yy (Draft)**
  - **based on mission requirements, workload, and prescribed performance obje**
  - **Manpower requirements shall be revalidated at least every four years or so**
- **OPNAVINST 1000.16K**
  - **Shore manpower requirements will be based on valid, approved workload drivers**
- **USC Title 10, Section 129**
  - **civilian personnel** of the Dept of Defense shall be managed each fiscal year solely on the basis of and consistent with
    - (1) **the workload required** to carry out the functions and activities of the department and
    - (2) **the funds** made available to the department for such fiscal year.
- **BUMEDINST 5310.8A (Draft)**
  - **A requirement must first be established before a position can be funded.**
- **BUMED Policy Memo 5320/1137 dtd 13 May 2008**
  - **All changes must be submitted in compliance with the guidelines presented in enclosure (1):**
    - **2.d.(3): Each MCRs must contain: (a) Letter of Justification (LOJ) which explicitly justifies all requested changes to include additions, deletions, or qualitative changes to manpower requirements or authorizations.**

Manpower Change Requests (MCRs)

Letters of justification:

- Must explain in detail the reason for the change, for example, if the workload warrants the change(s) or if the mission has changed (MFT statements)
- Should always include who it was coordinated through

MCR LOJ - Components

Questions:

1. What action are you taking?
2. What commands are involved?
3. Billet Change Request (BCR) Required?
4. What is the mission – is it changing?
5. What function, tasks, or workload are changing with respect to the mission?
6. What evidence did you find that supports the change request?
7. Summary of Changes is a visual aid.
8. Point of Contact

Answers:

1. AMD Change Request
2. Include Activity Title, UIC, Geo Loc
3. BCR # assigned by CNO (N122) and your BCR used for tracking.
4. Mission of the command summarized and changes to FT's.
5. Definition of Measure used to decide change had occurred.
6. Evidence that supports the change. New or increased workload, ship home port change, GTF projections
7. If < 15, add a summary in LOJ to include UIC, BIN, BSC, and comment
8. Someone that can discuss the TFMMS package or reason for the changes.

MCR LOJ - Sample

Action you are taking

Workload based

Rationale for request given

Who is involved

1200
Ser M1B/090619
17 Aug 09

FIRST ENDORSEMENT on Commanding Officer, NHC Charleston ltr
1200 Ser 09/0310 of 01 May 09

From: Commander, Navy Medicine East
To: Chief, Bureau of Medicine and Surgery (M1)
Via: Commander, Navy Medicine Support Command (Attn: NM MAT)

Subj: NAVAL HEALTH CLINIC CHARLESTON, MANPOWER CHANGE REQUEST, REQUALITIZE BILLET TO DERMATOLGY PHYSICIAN

Ref: (a) M2 workload data (Navy Medicine East) of 11 Aug 09
(b) Family Medicine Specialty Leader (CAPT Bruce Stinnett) email of 29 Jul 09

1. Readdressed and forwarded, recommending approval.

2. Reference (a) identifies the BUMED benchmark for dermatology as 4,256 Relative Value Units (RVUs) per provider in FY09. As of July 2009, the department produced 5,670 RVUs, surpassing the established BUMED productivity benchmark. Consequently, Navy Medicine East fully supports NHC Charleston's request for a military dermatologist billet to support their patient population.

3. The Specialty Leader for Family Medicine concurred with the recommendation to offer a family physician billet as compensation for a dermatologist, per reference (b).

4. My point of contact is Mr. Marcus E. Douglas, who may be reached at DSN: 377-0434, COM: (757) 953-0434, or via email at marcus.douglas@med.navy.mil.

S. M. NEILL
By direction

Copy to:
NHC Charleston

Note: Missing BCR (new requirement)

MCR LOJ - Sample

Action you are taking

Is mission Changing? Workload?

Who is involved?

Workload based

Rationale for request given

4200
Ser M1B/090488
9 Jul 09

FIRST ENDORSEMENT on Commanding Officer, NH Jacksonville ltr
4200 Ser 09HRZZ/0334 of 18 Feb 09

From: Commander, Navy Medicine East
To: Chief, Bureau of Medicine and Surgery (M1)
Via: Commander, Navy Medicine Support Command (Attn: NM MAT)

Subj: AMD CHANGE REQUEST TO ADD FUNDING FOR RADIOLOGIST

Ref: (b) Naval Hospital Jacksonville Business Plan projected enrollment increase through FY 2011.

(c) Radiologist Specialty Leader (CDR William Carter) email of 23 Jun 09

Encl: (3) Current M2 workload; FY07, FY08, FY09 dtd 17 Jun 09

1. Readdressed and forwarded, recommending approval. Compensation required for this request is not available within Navy Medicine East.

2. Per reference (b), the established BUMED productivity benchmark for Radiologists is 8100 RVUs per provider. Projected FY09 data reflects an increase of approximately 8400 RVUs above those reported in FY08. The Tri-Service Business Planning Tool for Jacksonville predicts an increase in enrolled population of 5,200 beneficiaries in FY09. Enclosure (3) provides workload data which further substantiates an additional funded Radiologist billet at NH Jacksonville. Per reference (c), the specialty leader concurs with funding this radiologist billet.

3. The billet requirement currently exists on the NH Jacksonville Activity Manpower Document (AMD) at Billet Identification Number (BIN) 2431895; therefore, this request adds an authorization to that requirement.

Note:
1-Does not require BCR.
2-POC not shown here but included in LOJ

NAVMAC LOJ - SAMPLE

5310 SER: YR/CLASS/### DATE: DAY/MONTH/YR

FROM: DIRECTOR, STRATEGIC SYSTEMS PROGRAMS
TO: CHIEF OF NAVAL OPERATIONS (N122)
TO: COMMANDING OFFICER, NAVY MANPOWER ANALYSIS CENTER (N121)

SUBJ: ACTIVITY MANPOWER DOCUMENT (AMD) CHANGE REQUEST; IMPLEMENTATION OF NAVY SECURITY FORCES STAFFING STANDARD AT SWFLANT AND SWFPAC

REF: (A) OPNAVINST 1000.16K OF 22 AUG 07
(B) APPROVED BCR 200701 OF 19 JUL 09
(C) NAVAL SECURITY FORCES (NSF) STAFFING STANDARD OF 30 JUL 09
(D) ORGANIZATIONAL AMD FOR UICS 68733 & 63402

ENCL: (1) TFMMS PACKET 3858655 OF 14 AUG 09

1. PER REFERENCE (A), ENCLOSURE (1) IS SUBMITTED AS AN ACTIVITY MANPOWER CHANGE FOR DIRECTOR, STRATEGIC SYSTEMS PROGRAMS, ARLINGTON VA (UIC 00030). REFERENCE (B), APPROVED THIS CHANGE.

2. STRATEGIC SYSTEMS PROGRAMS (SSP) SIX LINES OF BUSINESS INCLUDES STRATEGIC WEAPONS SYSTEMS (SWS) MAINTENANCE, LIFE EXTENTION OF THE TRIDENT II SWS; NUCLEAR WEAPONS SECURITY (NWS) IN US NAVY CUSTODY; SSGN ATTACK WEAPONS SYSTEM (AWS), AND SUBMARINE PAYLOAD INTEGRATION. CHANGES IN ENCLOSURE (1) WILL IMPLEMENT CHANGES TO NWS FORCES. REFERENCE (C) DETERMINES THE REQUIREMENTS FOR SECURITY FORCES AT SWFLANT AND SWFPAC. THE FUNCTIONS, TASKS, AND WATCH STANDINGS FOR NWS WERE COMIPLIED TO MEET THE SECURITY PERFORMANCE REQUIREMENTS SET BY DOD AND SECNAV. SECURITY FORCES AT SWFLANT AND SWFPAC WILL BE INCREASED BY 2 MASTER-AT-ARMS (MA). REFERENCE (D), AMDS FOR SWFLANT (68733) AND SWFPAC (63402) REFLECT THE 2 NEW MA BILLET REQUIREMENTS. ENCLOSURE (1) WILL AUTHORIZE THESE POSITIONS EFFECTIVE OCTOBER 2009 WITH COMPENSATION FROM SECURITY FORCES REALIGNMENT FOR BUMED. SUMMARY FOLLOWS:

UIC	BIN	BSC	AUTHORIZE	COMPENSAT	
68733	0112043	15100		MA1	BUMED/BSC/BIN
63402	3658092	15095	MA1		BUMED/BSC/BIN

2. POINT-OF-CONTACT FOR THIS ISSUE IS NAME, OFFICE CODE, COMMERCIAL AND DSN NUMBER, EMAIL ADDRESS.

SIGNATURE
BY DIRECTION

1/2

3

5

4

6

7

8

NAVY MEDICINE
World Class Care...Anytime, Anywhere

NAVY MEDICINE SUPPORT COMMAND
WORLDWIDE SUPPORT

QUESTIONS????